

## I. CHARACTERISTICS OF NONPROFIT ARTS PROFESSIONALS

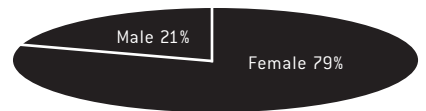
Key findings:

- Respondents from both groups were largely female, but there were significantly more male ED respondents than male EL respondents.
- Almost 50% of the group of EDs were under 50.
- Both groups of respondents had a large majority who identified themselves as white.

EXECUTIVE DIRECTORS: GENDER

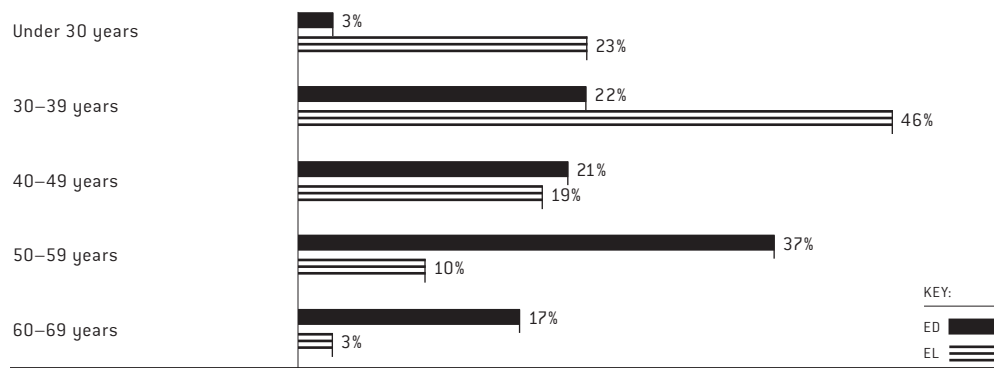


EMERGING LEADERS: GENDER



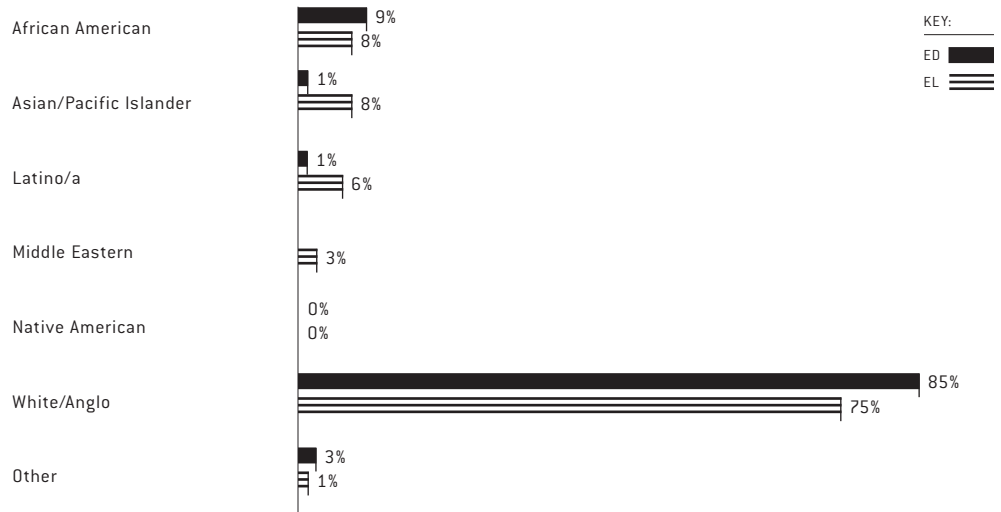
*Gender:* Sixty-one percent of ED respondents were female, which is comparable to CompassPoint’s 62% for all nonprofits. EL respondents had a substantially higher female proportion at 79%. By way of comparison, of the top 300 privately owned firms in Chicago, 7% have a female top executive.<sup>3</sup>

AGE OF RESPONDENTS



*Age:* Nearly 50% of the EDs were under 50, and more than two-thirds of ELs were under 40.

#### RACE/ETHNICITY OF RESPONDENTS



*Ethnicity:* A large majority of EDs (85%) identified themselves as white. Our sample is somewhat less ethnically diverse than the sample in CompassPoint’s report, which had 75% white EDs in all nonprofits (not just arts organizations). Among ELs, 75% identified themselves as white.<sup>4</sup>

*Diversity:* The sample does not reflect the diversity of Chicago’s population, which is slightly less than 50% white. Diversity issues need to be addressed if these organizations want to reflect the demographics of the public.



EL: “I hope there is also some room to bring in a wider range and more formidable leaders with a range of opinions and diversity.”